



November 2013



Your Monthly News Update

## Dulles SHRM - Your Chapter of Choice

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## President's Message

By Joe Sherrier



November hosts two big national holidays, and both ask all Americans to pause and give thanks – Veterans Day and Thanksgiving Day. On Veterans Day, we remember all those brave soldiers that have sacrificed over the years to protect and insure the freedoms we hold dear. On Thanksgiving Day, we remember the tremendous bounty that our nation affords all of us and we spend time with our families, the ones we need to thank the most.

In November, I will give thanks on these two occasions, but I will also give thanks every day of the month for my dedicated Board of Directors and all of our members of the Dulles SHRM. The profession of human resources can be challenging, aggravating, inspiring, tiring, but mostly thankless. One of the things that makes it all worth the effort is the support of our peers. Our chapter offers discussion groups, monthly educational programs, and even scholarship opportunities. This month, I will remember the most important thing that our chapter provides – support to one another. Thanks to the chapter, I have people to call when an issue comes my way for the first time. I have people I can call when my organization needs outside help or reliable vendor services.

It's been a great year, but it is not over yet. We have several more opportunities to get together, learn something together, and build stronger professional relationships. On November 1<sup>st</sup>, we are excited to offer a half day seminar on strategic talent acquisition, something we all need to do better in a competitive marketplace. Our monthly discussion group deals with the HR challenge of allowing personal technology devices in the workplace, and the benefits and risks we should be aware of. Finally join us for a high-octane monthly meeting presentation where you'll learn the 5 Special Ops Success Strategies that the Army Green Berets and Navy SEALs use to build their ELITE teams and how you can apply these strategies in your organization.

This month, spend time with your fellow HR professionals, and come say hi to me. I need to thank you this month. Happy November, thank goodness!



## Upcoming Events

### Dulles SHRM Chapter Discussion Group

**Thursday, November 7, 2013**

#### About our Facilitator:

#### Christopher Wade



Christopher Wade is a proven technology executive with over 15 years' experience in a variety of roles in the technology services industry. He possesses a broad range of knowledge and expertise in managed hosting, IT strategy, outsourcing analysis, project management, operations and business development. In addition, Chris teaches a course on IT Outsourcing at George Mason University. Prior to joining Aeronomy, Chris worked as a technology consultant for MorganFranklin. He owned his own business and was the Vice President of Sales for digitalNATION, a managed hosting company that was acquired for \$100 million. He is on the board of the Fairfax Chamber of Commerce and serves on the Fairfax County Audit Committee and Economic Development Committee. Chris also coaches youth soccer.

#### BYOD and Beyond- HR Policy and IT Governance (Data Security, Privacy, and IP Protection)

Bring Your Own Device (BYOD) has grown in popularity over the last couple of years. However, the implementation of BYOD involves a lot more than simply allowing employees to use their own smart devices for work purposes. Organizations need to ensure that they have the proper HR Policies in place to protect the organization and these policies need to align the IT Governance Model. As companies move beyond BYOD to bring your own laptop, tablet, etc., how does HR help protect corporate data, corporate IP and maintain data privacy.

Come prepared to discuss the following:

- How involved are you in BYOD policy and implementation?
- What are some of the key attributes of a BYOD Policy?
- What are some common issues/challenges organizations face when implementing BYOD?
- How does your organization protect company data and IP?
- As the line between work and personal devices merge, what are some of the issues you think organization face from an IT/HR perspective?

*Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site ([www.dullesshrm.org](http://www.dullesshrm.org)) -- Chapter Discussion Groups. If you have questions, contact Wistaria Krigger at 703.716.1191 or [discussion@dullesshrm.org](mailto:discussion@dullesshrm.org). Participation may be limited to the first 25 people who sign up.*

**Date:** Thursday, November 7, 2013

**Time:** 7:30 a.m. to 9:30 a.m.

**Place:**

HireStrategy  
1875 Explorer Street, Suite 520  
Reston, VA 20190  
(703) 547-6766

*When visiting the HireStrategy offices, please park in either the Freedom Parking Garage (located at the corner of Explorer Street and Freedom Drive) or at the Explorer Parking Garage which also located on Explorer Street, directly across from the Freedom Parking Garage.*

## Upcoming Events

### November Chapter Meeting, November 20, 2013

#### **ELITE: 5 Special Ops Success Strategies for Building Top-Performing Teams**

Imagine putting 12 highly intelligent, Type-A personality drivers into any meeting room around the country and giving them an hour to solve a major organizational challenge...what would the likely result be?

Most of us would answer "Total Pandemonium" and would be 100% correct! However, the U.S. Military has discovered how to turn top individual performers into unstoppable teams literally capable of toppling countries.

Join us for a high-octane presentation where you'll learn the 5 Special Ops Success Strategies that the Army Green Berets and Navy SEALs use to build their ELITE teams and how you can apply these strategies in your organization.

Small/mid-sized businesses, large corporations, governmental agencies, non-profits, and higher education institutions have used these strategies to:

- Dramatically improve results from strategic off-sites and executive team meetings.
- Significantly improve workflow processes through proper alignment with team members' natural strengths.
- Reduce workplace miscommunication and conflict by 70% (or more) by implementing simple, yet highly effective communication tools.
- Greatly enhance engagement and productivity, which empowers organizations to thrive in today's "do more with less" world.

#### **When: Wednesday, November 20, 2013**

5:15 – 6:00 pm Registration and Networking

6:00 – 7:00 pm Breakfast and Announcements

7:00 – 8:00 pm Program

8:00 – 8:10 pm Door Prizes/ 50-50 Raffle/ Wrap-Up

**Where: Hidden Creek Country Club  
1711 Clubhouse Road, Reston, VA 20190**

*To register, visit the Dulles SHRM website at [www.dulleshrm.org](http://www.dulleshrm.org)*

This program has been approved for 1.0 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.

#### *About Our Speaker*

This month's speaker  
Phil Dyer



Phil Dyer is an award-winning serial entrepreneur, best-selling author, writer and speaker. He is the Founder/CEO of Dyer Financial Advisory, LLC; a boutique fee-only financial planning/wealth management firm and Co-Founder/Chief Visionary of Broughton Advisory Group; a strategic planning, leadership development, and training company whose clients include Turner Broadcasting, the Pentagon and Syracuse University.

Phil is a graduate of the United States Military Academy at West Point and former Army Captain who now applies the leadership lessons learned in the service to today's dynamic business battlefield.

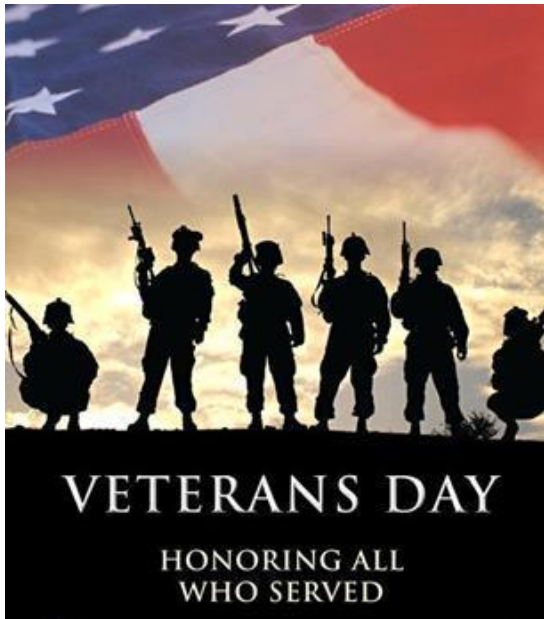
<http://www.linkedin.com/in/philipdyer>

To view more information on Phil visit the Dulles SHRM website at [www.dulleshrm.org](http://www.dulleshrm.org)





## Veterans Day – November 11



Quantico National Cemetery  
 P. O. Box 10 18424 Joplin Road (Route 619)  
 Triangle, VA 22172  
 (703) 221-2183 (local) (703) 690-2217 (metro)  
**Ceremony: November 11 at 10:30 a.m.**

Culpeper National Cemetery  
 305 U.S. Avenue Culpeper, VA 22701  
 (540) 825-0027  
**Ceremony: November 11 at 11:00 a.m.**



### History of Veterans Day

World War I – known at the time as “The Great War” - officially ended when the Treaty of Versailles was signed on June 28, 1919, in the Palace of Versailles outside the town of Versailles, France. However, fighting ceased seven months earlier when an armistice, or temporary cessation of hostilities, between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. For that reason, November 11, 1918, is generally regarded as the end of “the war to end all wars.” In November 1919, President Wilson proclaimed November 11 as the first commemoration of Armistice Day.

An Act (52 Stat. 351; 5 U. S. Code, Sec. 87a) approved May 13, 1938, made the 11th of November in each year a legal holiday—a day to be dedicated to the cause of world peace and to be thereafter celebrated and known as "Armistice Day." Armistice Day was primarily a day set aside to honor veterans of World War I, but in 1954, after World War II had required the greatest mobilization of soldiers, sailors, Marines and airmen in the Nation's history; after American forces had fought aggression in Korea, the 83rd Congress, at the urging of the veterans service organizations, amended the Act of 1938 by striking out the word "Armistice" and inserting in its place the word "Veterans." With the approval of this legislation (Public Law 380) on June 1, 1954, November 11th became a day to honor American veterans of all wars.

The observance of Veterans Day not only preserves the historical significance of the date, but helps focus attention on the important purpose of Veterans Day: A celebration to honor America's veterans for their patriotism, love of country, and willingness to serve and sacrifice for the common good.





## Get Involved

### The Mentoring Corner:

#### Shift Your Focus to Appreciate a Dry Thanksgiving Turkey or a Mean Boss



With the Thanksgiving holiday right around the corner, it's a perfect time to reflect on all the things you appreciate in your life. I find that the simple things are the easiest to start with...like being able to spend quality time with the family and friends you love, having the opportunity to enjoy the natural beauty of the changing fall leaf colors in your backyard or a local park, and my personal favorite -- being re-called from the government shutdown and once again having a good paying job.

Now, how often do you reflect on the more difficult things to appreciate...such as a dry Thanksgiving turkey (hey, it happens), cold and rainy November days (ugh!), or a mean boss (say it isn't so)? And how on Earth do you actually appreciate those difficult things?

Recently, a professional writer friend of mine posted a question on Facebook asking his friends, "What wisdom would you offer if you could send advice 20 years back in time to yourself... and you were limited to two words?" Yeesch! Only two words, and these words have to be packed with wisdom, you say?

Well, in order to generate a thoughtful response, I pondered a moment and recalled the wise words that had been bestowed upon me by my favorite Aunt when I was going through a particularly unhappy time at work a couple of years ago. I was working my tail off and I had built a great reputation for myself. However, in the height of my glory, I was thrown under the bus by my boss for a circumstance with one of my customers that I had no control over. It frustrated me...a lot in fact...that this "situation" would impact my promotion trajectory...at least that's what I was told. To me, being promoted (or promotable) means that I'm recognized for my unique contributions and that I have more value to my organization than when I started. I think most of us want to feel that way.

So back to crafting a viable Facebook response...what I remembered is that my aunt told me to "Bless Everything!" Ta! Da! I identified two insightful words for my Facebook writer friend and a 20 year younger version of myself. The essence of "Bless Everything" means that we need to appreciate even the most challenging of circumstances because they provide some of the best learning and personal growth opportunities.

In the unfortunate circumstance of a dry Thanksgiving Turkey, the challenge might inspire you to learn how to make a super silky gravy which softens tough meat and earns praise from your dinner guests. And in the case of my challenging work situation, it presented me with an opportunity to shift the negative career turmoil energy that I felt into a creative and inventive energy for a fun side business that I've long been pondering. The outcome is that I'm launching a proof of concept for my business idea this spring and I also seem to be back on my promotion track as well. Wow! Imagine that?!

So, when something challenging comes your way, try this technique. First, identify what the issue or situation is and what your feelings are about it. Then, ask yourself why you are responding the way you are. Are you just having a bad day, or is it a conflict with your core values or beliefs? Next, identify how you can use the situation as a learning opportunity. Finally, take action, whether that means forgiving yourself for something (for example, I'm usually an excellent cook so I forgive myself just this once for paying more attention to the football game on TV than to basting the turkey), turning the problem on its head (perhaps this is an opportunity to eat more ham or become a vegetarian), or exploring a new idea (hey, let's go out for Chinese food). Hope your Thanksgiving is filled with appreciation!

Like this article? Perhaps the NOVA SHRM/Dulles SHRM Mentoring Program help you with your personal and professional development. Our program focuses on peer-group mentoring, leadership development, career coaching, and networking. We'll be recruiting for our 2014 group very soon, so stay tuned for information about the application process and timelines. Feel free to contact me (Mary Kitson) at [mkitson@mitre.org](mailto:mkitson@mitre.org) or our mentoring advisory board at [shrm.mentoring@gmail.com](mailto:shrm.mentoring@gmail.com) with any questions you have.



## 2014 Dulles SHRM Board of Directors Ballot

If you are unable to attend the November 20, 2013 Chapter meeting and wish to vote electronically for the 2014 Board, please complete this ballot and email it to Mary Roome-Godbolt, President Elect, by noon on November 18, 2013 (mary.roome@cox.com). You must be a current Dulles SHRM member to vote. Please indicate your name and National SHRM Membership Number below.

Name (Type or Print) \_\_\_\_\_ SHRM Membership # \_\_\_\_\_

Please vote for the 2013 SHRM Board nominees by putting an "X" next to each box or writing in your selection. If you wish to vote for all of the nominees, please put an "X" next to the Yes to All box below:

YES TO ALL

<b>President-Elect</b> <input type="checkbox"/> Name: Courtney Nicholson Write in _____	<b>Vice-President, Membership</b> <input type="checkbox"/> Name: Katie Scullion, PHR Write in _____
<b>Secretary</b> <input type="checkbox"/> Name: Linda Caporaletti-Hoyt Write in _____	<b>Assistant Vice-President, Membership</b> <input type="checkbox"/> Name: Maggie Jones Write in _____
<b>Treasurer</b> <input type="checkbox"/> Name: Jennifer Regis Write in _____	<b>Vice President, Programs</b> <input type="checkbox"/> Name: Linda White, PHR Write in _____
<b>Registration Coordinator</b> <input type="checkbox"/> Name: Kelley Ridge Write in _____	<b>Vice President, Sponsors</b> <input type="checkbox"/> Name: Vince Pascarella Write in _____
<b>Assistant Registration Coordinator</b> <input type="checkbox"/> Name: Charlan Cornwell Write in _____	<b>Workforce Education Director</b> <input type="checkbox"/> Name: Carolyn Bouldin Write in _____
<b>Director, Social Media</b> <input type="checkbox"/> Name: Cindy Snyder, SPHR Write in _____	<b>Student Chapter Liaison and Scholarship Coordinator</b> <input type="checkbox"/> Name: Write in _____
<b>Certification Representative</b> <input type="checkbox"/> Name: Amy Civilikas, PHR Write in _____	<b>Legislative Liason</b> <input type="checkbox"/> Name: Matt Nieman Write in _____
<b>Director, Discussion Group</b> <input type="checkbox"/> Name: Beth Gilley Write in _____	<b>SHRM Foundation Representative</b> <input type="checkbox"/> Name: Chelsea Rutherford Write in _____
<b>Director-At-Large</b> <input type="checkbox"/> Name: Sarah Bowman Write in _____	<b>Director-At-Large</b> <input type="checkbox"/> Name: Beth van Burk Write in _____
<b>Director-At-Large</b> <input type="checkbox"/> Name: Teresa Buchholz Write in _____	



## Get Involved



### SHRM Foundation 50-50 Raffle

Each month we raise funds for the [SHRM Foundation](http://www.shrm.org/about/foundation) with a 50-50 raffle. Tickets are \$1.00 each or 7 for \$5.00. The winner gets 50% of the total collected and 50% goes to the Foundation.

The SHRM Foundation helps predict where the workforce is headed because we they've been studying its evolution for over 40 years. The vision is a world of inspired business leaders implementing the winning combination of employee fulfillment and business success. The SHRM Foundation offers unmatched workforce knowledge for the benefit of professional workforce leaders with a total focus on studying and reporting the management practices that work. Supporting the SHRM Foundation is a chance to contribute to an ongoing study of the direction of human resources in society. The SHRM Foundation is a 501(c)(3) non-profit affiliate of SHRM.

For more information and news about the SHRM Foundation visit their website <http://www.shrm.org/about/foundation>



Dulles SHRM continues to support the needs of the [Embry Rucker Shelter](#) for the homeless in our community. Their highest needs are cash and gift cards to local area stores (like Target) - amounts in \$10, \$15 or \$20.





## HR Career Opportunities

Looking for a new career opportunity?

Check out these HR positions now at the Dulles SHRM Career Center <http://www.dullesshrm.org/career.asp>

### Human Resources Coordinator

Date Submitted: 10/22/2013

Location: Washington, DC

Company: National Trust for Historic Preservation

Company Website: <http://www.preservationnation.org>

### Legal Assistant/HR Assistant

Date Submitted: 10/14/2013

Location: Tyson's Corner

Company: Rees Broome, PC

Company Website: [www.reesbroome.com](http://www.reesbroome.com)

Contact Person: Patti Thompson

Contact Phone: 703-790-1911

Contact Email: [pthompson@reesbroome.com](mailto:pthompson@reesbroome.com)

### Compliance Manager

Date Submitted: 9/30/2013

Location: Washington, DC metro area or Austin, TX

Company: MAXIMUS

Company Website: [www.maximus.com](http://www.maximus.com)

Contact Person: Pamela Fauntroy

Contact Phone: 703-251-8282

Contact Email: [pamelafauntroy@maximus.com](mailto:pamelafauntroy@maximus.com)





Joe Sherrier - President  
Cindy Snyder, SPHR - Media Director

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Email submission requests to [dullesshrmmedia@gmail.com](mailto:dullesshrmmedia@gmail.com). Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](http://www.shrm.org).

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